



Coffee Chat: Wake Up The Room: Energizers That Actually Work

Transcript

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Overview

Shannon Tipton, owner of Learning Rebels, moderated a discussion on engagement tactics in virtual training. Key symptoms of disengagement include lack of questions and tuning out. Connie Halvorsen shared her experience evaluating a five-day course, noting that initial modules were less engaging. Jason Dreyer emphasized the need for high energy in virtual settings. The group discussed techniques like using stories, pre-reading, and interactive activities to maintain engagement. They also explored the use of breakout rooms, chat features, and creative icebreakers. The session concluded with plans for future discussions and a reading list sharing.

Action Items

- [] @Shannon Tipton - Share the breakout-room techniques handout (PDF or screen

grab of the slide) in the chat so attendees can download it.

- [] @Shannon Tipton - Host the July 3 "bring your reading list" coffee chat session and facilitate a discussion about what participants are reading this summer.
- [] @Shannon Tipton - Investigate whether Zoom supports individual breakout-room chats similar to Microsoft Teams and determine how to use that feature for facilitation.

Outline

Engagement Tactics in Virtual Training

- Shannon Tipton introduces the topic of engagement tactics in virtual training, emphasizing the need for new approaches to avoid boredom among trainers.
- Shannon asks for symptoms that indicate the need for new engagement strategies in virtual classrooms.
- Connie Halvorsen mentions that lack of participant response and questions is a significant symptom.
- Jason Dreyer and Connie Halvorsen discuss the importance of maintaining participant focus and the challenges of virtual training compared to face-to-face sessions.

Symptoms of Disengagement in Virtual Classrooms

- Shannon Tipton and Connie Halvorsen discuss the symptoms of disengagement in virtual classrooms, such as lack of questions and tuning out.
- Connie shares her experience evaluating a five-day virtual course, noting that the first two days were less engaging and could have been done online.
- Shannon emphasizes the need to quickly engage participants in virtual settings due to the ease of distraction.
- The group discusses the importance of making virtual training as engaging as possible, considering the shorter attention spans in virtual environments.

Handling Pre-requisites and Engaging Content

- Shannon Tipton and Connie Halvorsen discuss the challenges of handling pre-requisites in virtual training, such as pre-reading and online courses.
- Connie suggests that mandatory pre-requisites are more likely to be completed, while optional ones may not be.
- The group brainstorms ways to make pre-requisites more engaging, such as using stories, case studies, and interactive elements.
- Shannon suggests breaking down pre-requisite content into smaller, more manageable pieces and using creative methods like email segments or animations to keep participants engaged.

Engaging Participants in Virtual Breakout Rooms

- Shannon Tipton and the group discuss the challenges of using breakout rooms in virtual training, noting that participants often resist them.
- Nancy and Jason Dreyer suggest that breakout rooms should be purposeful and well-managed to ensure engagement.
- The group discusses the importance of setting clear expectations and providing instructions for breakout room activities.
- Shannon emphasizes the need for facilitators to be familiar with the tools and platforms used in virtual training to effectively manage breakout rooms.

Techniques for Virtual Engagement

- Shannon Tipton and the group discuss various techniques for engaging participants in virtual training, such as using the chat feature and interactive activities.
- Jason Dreyer introduces the "waterfall" technique for chat engagement, where participants type their responses without hitting enter until prompted.
- The group discusses the importance of recognizing participants' contributions in the chat and using their names to keep them engaged.
- Shannon suggests using simple tools like the chat feature and providing clear instructions to ensure participants are comfortable with the technology.

Adapting Live Activities for Virtual Training

- Shannon Tipton and the group discuss adapting live activities for virtual training, such as icebreakers and group discussions.
- Heather Ross shares a unique icebreaker involving favorite dinosaurs, which encourages creativity and engagement.
- The group discusses the importance of having options for icebreakers to accommodate different participant preferences and needs.
- Jason Dreyer suggests using visual aids like easels for group discussions to make them more engaging and interactive.

Managing Virtual Training Sessions

- Shannon Tipton and the group discuss the importance of managing virtual training sessions effectively, including using tools like Mural and whiteboard tools.
- The group emphasizes the need for facilitators to be familiar with the tools and platforms used in virtual training to ensure smooth sessions.
- Shannon suggests using the chat feature for engagement and providing clear instructions for participants to use the tools effectively.
- The group discusses the importance of having a production manager or support staff to

handle technical issues and ensure smooth facilitation.

Engaging Participants with Purposeful Activities

- Shannon Tipton and the group discuss the importance of having purposeful activities in virtual training sessions to keep participants engaged.
- Jason Dreyer suggests using activities like summarizing the day without words and using post-it notes for exit tickets to engage participants.
- The group discusses the importance of making activities interactive and engaging to ensure participants stay focused and involved.
- Shannon emphasizes the need for facilitators to be creative and flexible in adapting activities to meet the needs of different participants.

Planning for Future Virtual Training Sessions

- Shannon Tipton and the group discuss planning for future virtual training sessions, including setting clear expectations and providing clear instructions.
- The group emphasizes the importance of having a production manager or support staff to handle technical issues and ensure smooth facilitation.
- Shannon suggests using the chat feature for engagement and providing clear instructions for participants to use the tools effectively.
- The group discusses the importance of having purposeful activities and being flexible in adapting to the needs of different participants.

Final Thoughts and Upcoming Events

- Shannon Tipton wraps up the meeting by summarizing the key points discussed and thanking the participants for their contributions.
- The group discusses upcoming events, including a reading list discussion and a coffee chat session.
- Shannon encourages participants to register for future sessions and share their reading lists for the upcoming discussion.
- The group exchanges plans for the weekend, sharing their activities and plans for the upcoming holiday.